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E-FILING

Filed

MAR 12 2008

RICHARD W. WIEKING
CLERK, U.S. DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA
SAN JOSE

ATTORNEY FOR PLAINTIFF

ADR

UNITED STATES DISTRICT COURT

FOR THE

NORTHERN DISTRICT OF CALIFORNIA

CPVT

C08 01424PVT

ADELAIDO RODRIGUEZ

Plaintiffs,

vs.

BILIC ENTERPRISES, INC. DBA

TARRAGON RESTAURANT, ANTE BILIC

DBA TARRAGON BAR AND GRILL AND

DOES 1-10

Defendants

Case No:

COMPLAINT FOR DAMAGES AND
DEMAND FOR JURY TRIAL:

- 1) Violation of California Labor Code
Section 510;
- 2) Violations of the Federal Fair Labor
Standards Act;
- 3) Violation of California Business and
Professions Code Section 17200; and
- 4) Violation of California Labor Code
Section 201; and
- 5) Violation of California Labor Code
Section 226.

NATURE OF CLAIM

This is an action on behalf of ADELAIDO RODRIGUEZ who have been employed on an hourly basis by BILIC ENTERPRISES, INC., DBA TARRAGON RESTAURANT, ANTE BILIC DBA TARRAGON BAR AND GRILL and DOES 1-10 during the last four years prior to the filing of this Complaint, seeking damages arising from employer's failure to pay overtime as required by the Fair Labor Standards Act and the California Wage Orders and statutes.

Plaintiffs seeks compensatory damages for unpaid wages under California Labor Code and Wage

1 Orders, liquidated damages under 29 U.S.C. §216(b), waiting time penalties under California
2 Labor Code § 203, damages for inadequate pay statements under California Labor Code Section
3 226, and attorney's fees, costs, pre judgment interest pursuant to California Labor Code §
4 1194(a) and 29 U.S.C. § 216(b), and restitution under California Unfair Trade Practices Act
5 under California Business and Professions Code § 17203.

6 **PARTIES**

- 7 1. At all times relevant herein, Plaintiffs ADELAIDO RODRIGUEZ is an individual
8 resident of Hayward, California.
- 9 2. At all times relevant herein, Defendant BILIC ENTERPRISES., is a corporation dba
10 TARRAGON RESTAURANT having its principal place of business in Sunnyvale,
11 California.
- 12 3. At all times relevant herein, Defendant ANTE BILIC is an individual doing business as
13 TARRAGON BAR AND GRILL in Sunnyvale, California.
- 14 4. Individual Defendants DOES 1-10, at all times relevant herein, are, according to
15 information and belief, owners, managers, directors, associates, related to, or employees
16 of BILIC ENTERPRISES, having control over the Plaintiffs' work condition and work
17 situation.

18 **GENERAL ALLEGATIONS**

- 19 5. At all times relevant herein, Plaintiff was an employee of Defendants in their restaurant
20 in Sunnyvale, California.
- 21 6. Plaintiff was an employee of Defendants acting in the normal course and scope of his
22 employment duties with Defendants.
- 23 7. During the course of Plaintiffs' employment with Tarragon Restaurant., Plaintiff
24 regularly worked in excess of 8 hours per day and more than 40 hours per week.
- 25 8. Plaintiff was paid on an hourly basis.

1 9. Plaintiff did not perform "exempt" duties in his position as a cook with Defendants and
2 thus was not subject to any exemption under the Fair Labor Standards Act, *29 CFR*
3 *541.112, 541.209 and 541.209*. The Plaintiff was not even marginally responsible for
4 management or administrative functions, and his primary job did not require him to
5 exercise independent discretion and judgment or regularly require invention or
6 imagination in a recognized field of artistic endeavor more than fifty percent of his
7 working time.

8 10. At no time during the Plaintiff's employment did Plaintiff maintain any professional
9 license with the state or practice any recognized profession, nor did Plaintiff exclusively
10 manage any division of Tarragon Restaurant where he customarily and regularly
11 exercised discretionary powers or perform services of management. Plaintiff did not
12 directly supervise any employees nor did he participate in the development of general
13 administrative policies of Defendants' restaurant.

14 **COUNT ONE: VIOLATION OF CA LABOR CODE SECTION §510**

15 **FAILURE TO PROPERLY PAY OVERTIME WAGES**

16 11. Plaintiff re-alleges and incorporates paragraphs 1-10 as if fully stated herein.

17 12. California Labor Code Section 501, applicable at all times relevant herein to Plaintiffs'
18 employment by Defendants, provides that all employees are entitled to payment at the
19 rate of time and one half for hours in excess of 8 in one day, or 40 hours in one week, and
20 double time for hours in excess of 12 in one day.

21 13. During the course of employment with Defendants, Plaintiff regularly worked in excess
22 of 8 hours a day and 40 hours per week, however Defendant's knowingly and willingly
23 failed to pay Plaintiff overtime wages as required by law.
24
25

- 1 14. California Labor Code Section 1194 provides that it is unlawful for employers not to
2 make the required overtime payments identified in the preceding paragraph and that
3 employees not paid such payments can recover any monies owed by civil action.
- 4 15. Defendants therefore owe Plaintiff overtime wages not properly paid to Plaintiff in an
5 amount to be determined at trial.
- 6 16. Defendants have failed and refused and continue to fail and refuse to pay Plaintiff the
7 amount owed.
- 8 17. Defendants' failure to pay Plaintiff the required sum violates the provisions of Labor
9 Code Sections 510 and 1194 and is therefore unlawful.
- 10 18. Pursuant to Labor Code Section 1194(a), Plaintiff requests that the court award Plaintiff
11 reasonable attorney's fees and costs incurred by him in this action.

12 **COUNT TWO: VIOLATION OF THE FAIR LABOR STANDARDS ACT**

13 **FAILURE TO PROPERLY PAY OVERTIME WAGES**

- 14 19. Plaintiff re-alleges and incorporates paragraphs 1-18 as if fully stated herein.
- 15 20. At all relevant times herein, Plaintiffs' employment were subject to the provisions of the
16 Fair Labor Standards Act of 1938, as amended ("FLSA"), 29 U.S.C. § 201, et seq. and
17 Plaintiff was an individual employee covered by virtue of Plaintiff's direct engagement
18 in interstate commerce.
- 19 21. The FLSA, 29 U.S.C. § 207 requires all employees to be paid overtime for work
20 performed in excess of forty hours per week, unless specifically exempted by the law.
- 21 22. Although Plaintiff was not so exempt during employment with Defendants, defendants
22 knowingly caused and permitted Plaintiff to regularly work in excess of forty hours per
23 week without paying Plaintiff one and one half of Plaintiffs' regular rate of pay.
- 24 23. By not paying overtime wages in compliance with the FLSA, defendants violated
25 Plaintiffs' rights under the FLSA.

1 24. As a direct and proximate result of defendants' failure to pay proper wages under the
2 FLSA, Plaintiff incurred general damages in the form of lost overtime wages.

3 25. Defendants intentionally, with reckless disregard for their responsibilities under the
4 FLSA, and without good cause, failed to pay Plaintiff proper wages, and thus defendants
5 are liable to Plaintiff for liquidated damages in an amount equal to lost overtime wages,
6 pursuant to 29 U.S.C. § 216(b) of the FLSA.

7 26. Defendants therefore owe Plaintiff overtime not properly paid to Plaintiff, in an amount
8 to be determined at trial.

9 27. Plaintiff was required to retain legal assistance in order to bring this action and, as such,
10 is entitled to an award of reasonable attorney's fees pursuant to 29 U.S.C. § 216(b) of the
11 FLSA.

12 **COUNT THREE: VIOLATION OF CA LABOR CODE SECTION 201**

13 **FAILURE TO PAY WAGES DUE AND "WAITING TIME" PENALTIES**

14 28. Plaintiff re-alleges and incorporates the allegations of paragraphs 1-27 as if fully stated
15 herein.

16 29. At the time Plaintiffs' employment with Defendants was terminated, defendants owed
17 Plaintiff certain unpaid overtime wages in amounts previously alleged.

18 30. Failure to pay wages owed at an employee's termination as required by Labor Code §201
19 subjects the employer the payment of a penalty equaling up to 30 days wages, as
20 provided for in Labor Code § 203.

21 31. As of this date, Defendants have failed and refused, and continue to fail and refuse, to
22 pay the amount due, thus making defendants liable to Plaintiff for penalties equal to thirty
23 (30) days wages, in an amount to be determined at trial.

24 32. Pursuant to Labor Code Section 218.5, Plaintiff requests that the court award Plaintiff
25 reasonable attorney's fees and costs incurred in this action.

1 33. Pursuant to Labor Code Section 218.6, Plaintiff requests that the court award interest on
2 all due and unpaid wages, at the legal rate specified by Civil Code Section 3289(b),
3 accruing from the date the wages were due and payable.

4 **COUNT FOUR: VIOLATION OF CA BUSINESS AND PROFESSIONS CODE**
5 **SECTION 17200 UNFAIR BUSINESS PRACTICES**

6 34. Plaintiffs re-allege and incorporate the allegations of paragraphs 1-33 as if fully stated
7 herein.

8 35. At all times relevant herein, Plaintiffs' employment with Defendants was subject to the
9 California Labor Code, applicable Wage Orders promulgated by the California Industrial
10 Welfare Commission, which required all employees to be paid overtime for work
11 performed in excess of forty hours per week or eight hours per day, unless specifically
12 exempted by law.

13 36. At all times relevant herein, as the employer of Plaintiff, defendants were subject to the
14 California Unfair Trade Practices Act (California Business and Professions Code §
15 §17000 et seq.), but failed to pay the Plaintiff overtime pay as required by applicable
16 California Labor Code and applicable Wage Orders.

17 37. During the period Plaintiff was employed with defendants failed to pay Plaintiff legally
18 required overtime pay to which he were legally entitled, with defendants keeping to
19 themselves the amount which should have been paid to Plaintiff.

20 38. In doing so, defendants violated California Unfair Trade Practices Act, Business and
21 Professions Code §17200, et seq. by committing acts prohibited by applicable California
22 Labor Code provisions, California Wage Orders, and the FLSA, thus giving them a
23 competitive advantage over other employers and businesses with whom defendants were
24 in competition and who were in compliance with the law.
25

1 39. As a direct and proximate result of defendants' violations and failure to pay the required
2 overtime pay, the Plaintiffs' rights under the law were violated and the Plaintiff incurred
3 general damages in the form of unpaid wages in an amount to be determined at trial.

4 40. Defendants had been aware of the existence and requirements of the Unfair Trade
5 Practices Act and the requirements of State and Federal wage and hour laws, but
6 willfully, knowingly, and intentionally failed to pay Plaintiff overtime pay due.

7 41. Plaintiff, having been illegally deprived of the overtime pay to which he were legally
8 entitled, herein seeks restitution of such wages pursuant to the Business and Professions
9 Code §17203 in an amount to be determined at trial.

10 **COUNT FIVE: VIOLATION OF CALIFORNIA LABOR CODE SECTION 226**

11 **INADEQUATE PAY STATEMENTS**

12 42. Plaintiff re-alleges and incorporates the allegations of paragraphs 1-41 as if fully stated
13 herein.

14 43. California Labor Code Section 226 provides that all employers shall provide to
15 employees accurate and complete wage statements including, but not limited to, an
16 accurate and current statement of all rates paid for all regular and overtime hours worked
17 during the pay-period, a complete and itemized statement of deductions, net wages
18 earned, the dates for which payment is being made, any and all applicable piece rates, and
19 the current address and name of the employer.

20 44. California Labor Code Section 226 further provides that any employee suffering injury
21 due to a willful violation of the aforementioned obligations may collect the greater of
22 either actual damages or 50\$ for the first inadequate pay statement and 100\$ for each
23 inadequate statement thereafter.

24 45. During the course of Plaintiffs' employment, defendants consistently failed to provide
25 Plaintiff with adequate pay statements as required by California Labor Code §226.

1 46. Defendants failed to provide such adequate statements willingly and with full knowledge
2 of their obligations under Section 226.

3 47. Defendants' failure to provide such adequate statements has caused injury to the Plaintiff.

4 48. Plaintiff is therefore legally entitled to recover actual damages caused by defendants'
5 failure to provide proper records, in an amount to be determined at trial.

6 49. Plaintiff has incurred costs and fees in bringing this action and seeks to recover such
7 costs under California Labor Code §226.

8 **PRAYER FOR RELIEF**

9 **WHEREFORE**, Plaintiff prays for the following relief:

10 50. For compensatory damages per CA Labor Code §1194 for unpaid overtime wages in an
11 amount to be determined;

12 51. For liquidated damages per the FLSA equal to unpaid overtime wages in an amount to be
13 determined at trial;

14 52. For restitution of unpaid overtime pay pursuant to California Business and Professions
15 Code §17203 in an amount to be determined at trial;

16 53. For waiting time penalty damages of thirty days wages to Plaintiff, pursuant to California
17 Labor Code § 203 in an amount to be determined at trial;

18 54. Damages and penalties for inadequate pay statements pursuant to California Labor Code
19 Section 226 in an amount to be determined at trial;


20 55. For pre-judgment interest of 10% on the unpaid overtime compensation and unpaid
21 salaries pursuant to California Labor Code §1194(a);

22 56. Plaintiff asks the court to award reasonable attorney's fees pursuant to California Labor
23 Code §1194(a) and 29 U.S.C. §216(b) of the FLSA;

24 57. For costs of suit herein; and

25 58. For such other and further relief as the Court may deem appropriate.

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2 March 10, 2008
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ATTORNEY FOR PLAINTIFF

UNITED STATES DISTRICT COURT
FOR THE
NORTHERN DISTRICT OF CALIFORNIA

ADELAIDO RODRIGUEZ

Plaintiff,

vs.

TERRAGON RESTAURANT, BILIC

ENTERPRISES, INC., ANTE BILIC DBA

TARRAGON BAR AND GRILL AND DOES


1-10

Defendants

) Case No:

) DEMAND FOR JURY TRIAL

Plaintiff demand a jury trial.


JAMES DAL BON
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San Jose, CA 95113

JS 44 - No. 3A, J.F. (Rev. 4/97)

CIVIL COVER SHEET

The JS-44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON PAGE TWO)

I.(a) PLAINTIFFS

ADELAIDO RODRIGUEZ

**(b) COUNTY OF RESIDENCE OF FIRST LISTED PLAINTIFF
(EXCEPT IN U.S. PLAINTIFF CASES)****ADR****DEFENDANTS**BILIC ENTERPRISES, INC., dba TARRAGON
RESTAURANT, ANTE BILIC dba TARRAGON
BAR AND GRILL AND DOES 1-10COUNTY OF RESIDENCE OF FIRST LISTED DEFENDANT
(IN U.S. PLAINTIFF CASES ONLY)
NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE
TRACT OF LAND INVOLVED.**(c) ATTORNEYS (FIRM NAME, ADDRESS, AND TELEPHONE NUMBER)**Law Offices of James Dal Bon
28 North 1st Street Suite 210, San Jose, CA 95113
Tel (408)297-4729**ATTORNEYS (IF KNOWN)****C08 01424****PVT****II. BASIS OF JURISDICTION (PLACE AN "X" IN ONE BOX ONLY)**

- ☐ 1 U.S. Government Plaintiff
☐ 2 U.S. Government Defendant
☒ 3 Federal Question (U.S. Government Not a Party)
☐ 4 Diversity (Indicate Citizenship of Parties in Item III)

III. CITIZENSHIP OF PRINCIPAL PARTIES (PLACE AN "X" IN ONE BOX FOR PLAINTIFF AND ONE BOX FOR DEFENDANT)

- (For diversity cases only)
- | | | | |
|---|---|---|---|
| Citizen of This State | PTF <input type="checkbox"/> 1 DEF <input type="checkbox"/> 1 | Incorporated or Principal Place of Business In This State | PTF <input type="checkbox"/> 4 DEF <input type="checkbox"/> 4 |
| Citizen of Another State | <input type="checkbox"/> 2 <input type="checkbox"/> 2 | Incorporated and Principal Place of Business In Another State | <input type="checkbox"/> 5 <input type="checkbox"/> 5 |
| Citizen or Subject of a Foreign Country | <input type="checkbox"/> 3 <input type="checkbox"/> 3 | Foreign Nation | <input type="checkbox"/> 6 <input type="checkbox"/> 6 |

IV. ORIGIN

(PLACE AN "X" IN ONE BOX ONLY)

- ☒ 1 Original Proceeding
☐ 2 Removed from State Court
☐ 3 Remanded from Appellate Court
☐ 4 Reinstated or Reopened
☐ 5 Transferred from Another district (specify)
☐ 6 Multidistrict Litigation
☐ 7 Appeal to District Judge from Magistrate Judgment

V. NATURE OF SUIT (PLACE AN "X" IN ONE BOX ONLY)

CONTRACT	TORTS		FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES
<input type="checkbox"/> 110 Insurance <input type="checkbox"/> 120 Marine <input type="checkbox"/> 130 Miller Act <input type="checkbox"/> 140 Negotiable Instrument <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment <input type="checkbox"/> 161 Medicare Act <input type="checkbox"/> 162 Recovery of Defaulted Student Loans (Excl. Veterans) <input type="checkbox"/> 163 Recovery of Overpayment of Veteran's Benefits <input type="checkbox"/> 160 Stockholders Suits <input type="checkbox"/> 160 Other Contract <input type="checkbox"/> 195 Contract Product Liability	PERSONAL INJURY <input type="checkbox"/> 310 Airplane <input type="checkbox"/> 315 Airplane Product Liability <input type="checkbox"/> 320 Assault Libel & Slander <input type="checkbox"/> 330 Federal Employers Liability <input type="checkbox"/> 340 Marine <input type="checkbox"/> 345 Marine Product Liability <input type="checkbox"/> 350 Motor Vehicle <input type="checkbox"/> 355 Motor Vehicle Product Liability <input type="checkbox"/> 360 Other Personal Injury	PERSONAL INJURY <input type="checkbox"/> 362 Personal Injury Med Malpractice <input type="checkbox"/> 365 Personal Injury Product Liability <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability PERSONAL PROPERTY <input type="checkbox"/> 370 Other Fraud <input type="checkbox"/> 371 Truth In Lending <input type="checkbox"/> 380 Other Personal Property Damage <input type="checkbox"/> 385 Property Damage Product Liability	<input type="checkbox"/> 610 Agriculture <input type="checkbox"/> 620 Other Food & Drug <input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 <input type="checkbox"/> 630 Liquor Laws <input type="checkbox"/> 640 RR & Truck <input type="checkbox"/> 650 Airline Regs <input type="checkbox"/> 660 Occupational Safety/Health <input type="checkbox"/> 690 Other LABOR <input checked="" type="checkbox"/> 710 Fair Labor Standards Act <input type="checkbox"/> 720 Labor/Mgmt Relations <input type="checkbox"/> 730 Labor/Mgmt Reporting & Disclosure Act <input type="checkbox"/> 740 Railway Labor Act <input type="checkbox"/> 750 Other Labor Litigation <input type="checkbox"/> 761 Empl.Ret. Inc. Security Act	<input type="checkbox"/> 422 Appeal 28 USC 158 <input type="checkbox"/> 423 Withdrawal 28 USC 157 PROPERTY RIGHTS <input type="checkbox"/> 820 Copyrights <input type="checkbox"/> 830 Patent <input type="checkbox"/> 840 Trademark SOCIAL SECURITY <input type="checkbox"/> 861 HIA (1395ff) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g)) FEDERAL TAX SUITS <input type="checkbox"/> 870 Taxes (US Plaintiff or Defendant) <input type="checkbox"/> 871 IRS - Third Party 26 USC 7609	<input type="checkbox"/> 400 State Reapportionment <input type="checkbox"/> 410 Antitrust <input type="checkbox"/> 430 Banks and Banking <input type="checkbox"/> 450 Commercial/ICC Rates/etc. <input type="checkbox"/> 460 Deportation <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations <input type="checkbox"/> 610 Selective Service <input type="checkbox"/> 660 Securities/Commodities/Exchange <input type="checkbox"/> 675 Customer Challenge 12 USC 3410 <input type="checkbox"/> 691 Agricultural Acts <input type="checkbox"/> 692 Economic Stabilization Act <input type="checkbox"/> 693 Environmental Matters <input type="checkbox"/> 694 Energy Allocation Act <input type="checkbox"/> 695 Freedom of Information Act <input type="checkbox"/> 900 Appeal of Fee Determination Under Equal Access to Justice <input type="checkbox"/> 880 Constitutionality of State Statutes <input type="checkbox"/> 880 Other Statutory Actions
REAL PROPERTY <input type="checkbox"/> 210 Land Condemnation <input type="checkbox"/> 220 Foreclosure <input type="checkbox"/> 230 Rent Lease & Ejectment <input type="checkbox"/> 240 Torts to Land <input type="checkbox"/> 245 Tort Product Liability <input type="checkbox"/> 290 All Other Real Property	CIVIL RIGHTS <input type="checkbox"/> 441 Voting <input type="checkbox"/> 442 Employment <input type="checkbox"/> 443 Housing <input type="checkbox"/> 444 Welfare <input type="checkbox"/> 440 Other Civil Rights	PRISONER PETITIONS <input type="checkbox"/> 610 Motion to Vacate Sentence Habeas Corpus: <input type="checkbox"/> 530 General <input type="checkbox"/> 535 Death Penalty <input type="checkbox"/> 540 Mandamus & Other <input type="checkbox"/> 550 Civil Rights <input type="checkbox"/> 555 Prison Condition			

VI. CAUSE OF ACTION (CITE THE US CIVIL STATUTE UNDER WHICH YOU ARE FILING AND WRITE BRIEF STATEMENT OF CAUSE. DO NOT CITE JURISDICTIONAL STATUTES UNLESS DIVERSITY) 29 U.S.C. 209, et seq.**VII. REQUESTED IN COMPLAINT:**☐ CHECK IF THIS IS A CLASS ACTION

DEMAND \$ 100,000.00

☐ CHECK YES only if demanded in complaint:

UNDER F.R.C.P. 23

JURY DEMAND: ☒ YES ☐ NO**VIII. RELATED CASE(S) IF ANY PLEASE REFER TO CIVIL L.R. 3-12 CONCERNING REQUIREMENT TO FILE "NOTICE OF RELATED CASE".****IX. DIVISIONAL ASSIGNMENT (CIVIL L.R. 3-2) (PLACE A "X" IN ONE BOX ONLY) ☐ SAN FRANCISCO/OAKLAND ☒ SAN JOSE**

DATE

SIGNATURE OF ATTORNEY OF RECORD

8/12/08